DEVELOPMENTAL DISABILITY ADMINISTRATION EMPLOYMENT FIRST NEWSLETTER

November 2019 Monthly News and Updates

Ken Capone Equal Employment Act - 2019 Report

In October 2019, the Maryland Department of Disability (MDOD) and the Developmental Disabilities Administration (DDA) released their third joint report outlining progress on the phase out of sub-minimum wage jobs and the use of 14c certificates. This phase out is supported through the Individuals with Disabilities - Minimum Wage and Community Integration, also known as the Ken Capone Equal Employment Act passed in 2016.

The MDOD and the DDA work with other relevant Maryland State agencies, including the Department of Commerce (MDOC), the Maryland State Department of Education (MSDE), the Department of Labor Licensing and Regulation (DLLR) and the Division of Rehabilitation Services (DORS) to phase out sub-minimum wage jobs by Oct. 1, 2020.

[Click here to view the final 2019 report](.).

Employment Tools for Self Advocates

Easy Read Edition

Real Work For Real Pay:
A Self-Advocate's Guide to Employment Policy

Real Work for Real Pay is a toolkit created by the [Autistic Self Advocacy Network](#) (ASAN) and [Self Advocacy Resource and Technical Assistance Center](#) (SARTAC). The toolkit is designed so that people with disabilities can use it and learn from it.

[Click here to download "Real Work For Real Pay: A Self-Advocates Guide to Employment Policy"](#)

Disability Employment Policy 101 is another toolkit written by Nicole LeBlanc, Regional Advocacy Specialist at the DDA Southern Maryland Regional Office. Co-author of the toolkit was Eric Buehlmann. The guide was written to help self-advocates and their allies to advocate for real jobs for real pay.

[Click here to download "Disability Employment Policy 101".](#)

DJ Shaikh's Story

At the DDA Employment First Summit, Gary Madigan and Kevin Walker of Penn-Mar Human Services, talked about DJ Shaikh, a person receiving support services to develop his own DJ business.

[DJ Shaikh's Story](#)

Aji's Story

Aji has a strong passion for working with children, and is driven to pursue a career in education. Her plan is to work in the school setting where she can support students' learning and academic success.

Aji began by volunteering in several classrooms and in school libraries; but after 5 years of volunteering and several attempts to pass college courses and exams that would make her eligible for various paid positions in the public-school system, Aji was eager to gain work experience. Aji has Spina Bifida and uses a walker and wheelchair as a means for mobility. Unfortunately, she was rejected from a paid, child-care position for which she applied because she could not fully perform the functions of the job.

Using this disappointment as a motivation to move forward, Aji's Employment Specialist at Jewish Social Service Agency (JSSA) and JSSA's Employment Development Coordinator (EDC) collaborated to identify Kids After Hours (KAH), a family-owned Before & After-School Program housed in several public schools in Montgomery County. After meeting Aji, and hearing how passionate she is about children and education, the EDC immediately went to KAH's office and advocated for Aji with their Hiring Manager. Aji was granted an interview for the next day and was hired on the spot! Aji just started her second school year as a KAH Counselor and absolutely loves her job! In her words, Aji "does not let [her] disability get in [her] way," and feels that she is now closer than ever to achieving her goal.

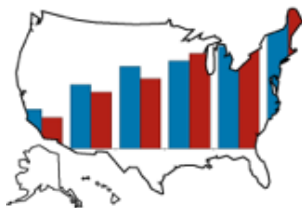## State Employment Leadership Network Annual Accomplishments Report

Maryland is a long time member of the State Employment Leadership Network (SELN). Each year, SELN publishes an Accomplishments Report, which outlines how states are transforming their systems.

SELN accomplishments reports are a collection of diverse examples illustrating how states achieve both the small steps and big leaps of systems improvements. Our Network activities and individual state work complement each other, providing a rich community of shared learning to members and systems partners.

Click here to view or download a copy of this year's report or report from previous years.

Reminder: October's Employment Data Collection

What: Twice a year, all DDA Meaningful Day providers are required to submit data for all people they support who receive Day Habilitation, Employment Discovery and Customization, Career Exploration, Community Development Services or Supported Employment. Providers of Meaningful Day Services are to document various employment and community outcomes via the DDA web-based, Employment Outcome Information System for a two-week period within the month of October 2019.

When: Providers will choose any concurrent 2 week period in the month of October during which they will track the designated outcomes. **Providers have until December 6, 2019 to submit their data into the system.**

Why: The DDA, in partnership with the SELN, created a robust data collection system to inform stakeholders and leaders of progress toward employment goals, and opportunities to improve system's performance. This data assists DDA in making policy and budgetary decisions.

The Data system is designed to help the DDA and stakeholders develop the supports and infrastructure to fulfill the vision and goals of Maryland's Position Statement on Employment Services, and to provide longitudinal data that supports Maryland's goals to improve both participation in integrated employment and the quality of employment outcomes.

More information:

If you need a refresher related to the data collection expectations see the resources and instructions below:

[Original webinar outlining purpose and scope of data initiative](#)

[Webinar on how to use the data system](#)

[Webinar on system updates in 2018](#)

[Maryland DDA Employment Outcome Information System Instructions](#)

[Maryland DDA Employment Outcome Information System FAQ](#)

The Maryland DDA Employment Data Initiative: https://www.statedata.info/mdda/

If you have questions about the data collection, please contact Staci Jones at Staci.Jones@maryland.gov.

The DDA Educational Series Webinar Recordings

The DDA Education Series webinars are available to view by going to the [DDA archived webinar page.](#) You will find a complete list on the right side of the web-page. Below is a list of webinar offerings in this series.

[Eligibility](#)
[Person Centered Planning](#)
[Person Centered Plan Authorization](#)
[DDA Waiver Programs](#)
[Self-Directed Service Delivery Model](#)
[Employment and Meaningful Day](#)
[Behavior Services](#)
[Community of Practice; Charting the LifeCourse Framework](#)
[How to Report Abuse and Neglect](#)
[Role of the Coordinator of Community Services (CCS)](#)
[Understanding Appeals and Reconsideration](#)
[Using SIS-A in Person Centered Planning](#)

Want more information about Employment First?

- Go to the DDA's [Employment First Page](#)
- Sign up for the [Employment First mailing list](#)
- View previous [Employment First webinars](#)
- Contact Staci Jones by email at staci.jones@maryland.gov

STAY CONNECTED TO DDA THROUGH FACEBOOK

The Maryland Department of Health promotes the health and safety of all Marylanders through disease prevention, access to care, quality management, and community engagement. The State of Maryland pledges to provide constituents, businesses, customers, and stakeholders with quality customer service. **Take our Customer Satisfaction Survey.**

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